

990

Return of Organization Exempt From Income Tax

OMB No. 1545-

0047 2023

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations) Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

A For the 2023 calendar year, or tax year beginning 07-01-2023, and ending 06-30-2024

- B Check if applicable: Address change, Name change, Initial return, Final return/terminated, Amended return, Application pending

C Name of organization: Mercy Corps. Doing business as: Number and street (or P.O. box if mail is not delivered to street address): 45 SW Ankeny St. Room/suite: City or town, state or province, country, and ZIP or foreign postal code: Portland, OR 97204

D Employer identification number: 91-1148123. E Telephone number: (503) 896-5000. G Gross receipts \$ 467,250,244

F Name and address of principal officer: Chad Snelgar, 45 SW Ankeny St, Portland, OR 97204

H(a) Is this a group return for subordinates? No. H(b) Are all subordinates included? No. H(c) Group exemption number

I Tax-exempt status: 501(c)(3)

J Website: www.mercycorps.org

K Form of organization: Corporation

L Year of formation: 1981. M State of legal domicile: WA

Part I Summary

Table with 3 columns: Description, Prior Year, Current Year. Rows include: 1. Mission statement; 2-7. Governance and activities; 8-12. Revenue; 13-19. Expenses; 20-22. Net Assets or Fund Balances.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete.

Sign Here: Signature of officer Chad Snelgar, CFAO, Date 2025-01-28. Paid Preparer Use Only: Firm's name CROWE LLP, Firm's EIN 35-0921680, Phone no. (415) 576-1100.

May the IRS discuss this return with the preparer shown above? See Instructions. Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:

Our mission is to alleviate suffering, poverty and oppression by helping people build secure, productive and just communities.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 145,216,277 including grants of \$ 79,075,348) (Revenue \$ 362,971)

Economic Opportunities: Mercy Corps helps increase economic opportunities and ensures people can grow and sustain their assets and income, making markets more efficient, profitable and accessible for systemically marginalized groups and those living in poverty. To increase economic opportunity, Mercy Corps strengthens financial ecosystems, develops tech-enabled solutions, facilitates the creation of and access to jobs that are profitable, dignified, and safe, and foster opportunities for sustainable and productive economic growth that mitigates the impact of climate change. This year, Mercy Corps reached over 19 million people through over 130 programs across 38 countries working to increase economic opportunity.

4b (Code:) (Expenses \$ 91,538,930 including grants of \$ 49,846,153) (Revenue \$ 228,803)

Humanitarian Assistance - relief: Mercy Corps helps people most impacted by conflict and climate change cope, adapt and thrive, supporting millions facing natural and man-made disasters by providing support such as food, clean water, shelter and basic hygiene to help them cope in the midst of conflict, natural disasters and weather-related incidents. Mercy Corps helps communities prepare for and respond to humanitarian needs as they arise, while supporting recovery and laying the foundations for resilience even in the most extreme humanitarian situations. This year, Mercy Corps provided humanitarian assistance to millions facing acute and protracted emergencies around the world, including in Sudan, Gaza, Haiti - reaching 37.6 million people across programs.

4c (Code:) (Expenses \$ 61,714,445 including grants of \$ 33,605,676) (Revenue \$ 154,256)

Peace and good governance (Civil society and education): Mercy Corps supports people and communities to reduce and prevent violence, contribute to advancing sustainable peace, and participating meaningfully in civil society and inclusive and responsive governance systems. By sequencing, layering, and integrating our peace, humanitarian, and development assistance, we help advance peace and promote inclusive, responsive governance processes, that enable communities - and the most marginalized within them - to cope, adapt, and thrive. This year, Mercy Corps reached over 14 million people with peace and good governance programs across 29 countries.

(Code:) (Expenses \$ 33,735,393 including grants of \$ 18,370,103) (Revenue \$ 84,323)

Health - Water and Food Security: In the midst of conflict and climate change, both of which pose significant risks to health, Mercy Corps works to improve health outcomes by ensuring access to safe and nutritious food and clean and safe water. Mercy Corps meets urgent food needs while also building more inclusive and resilient food systems, minimizing the impacts of food crises on households, preventing the destabilization of food systems during conflict and natural disasters, and increasing the resilience of food systems to climate change. This year, Mercy Corps reached nearly 17 million people across over 100 programs working to improve food security in 37 countries. Mercy Corps works to ensure people have equitable and sustained access to clean and safe water as climate change, poor water governance, inadequate water management and inequitable control of resources deepen water insecurity. Whether responding to immediate water and sanitation needs in an emergency by providing access to lifesaving water, sanitation and hygiene services, or overseeing large-scale water infrastructure projects and fostering equitable and inclusive water governance processes, Mercy Corps strengthens the capacity of communities and the water systems they rely on. This year, Mercy Corps reached over 8 million people across 71 programs advancing water security in 29 countries.

(Code:) (Expenses \$ 30,026,200 including grants of \$ 16,350,317) (Revenue \$ 75,051)

Humanitarian Assistance - Recovery: Mercy Corps supports communities - and the most marginalized within them - to emerge from crisis and build towards a more inclusive, resilient future. During and in the aftermath of conflict and climate-driven crises, Mercy Corps works to help people recover, thrive and build resilience, enhancing the capacities of people, markets, and institutions to handle shocks, reduce risk, build more equitable and responsive systems, and improve wellbeing. In the context of post-crisis recovery, we focus on systems-level change aimed at strengthening local governance, economic, ecological, and social systems that communities rely on.

4d Other program services (Describe in Schedule O.) (Expenses \$ 63,761,593 including grants of \$ 34,720,420) (Revenue \$ 159,374)

4e Total program service expenses 362,231,245

Part IV Checklist of Required Schedules

Table with 3 columns: Question ID, Question Text, Yes, No. Rows include questions 1 through 21 regarding organizational requirements and reporting.

Part IV Checklist of Required Schedules (continued)

		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
24b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
24c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
24d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		No
25b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons?		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
28a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>		No
28b	A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>		No
28c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>		No
29	Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions?		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?	Yes	
34	Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	Yes	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	Yes	
35b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable		
1b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

Form 990 (2023) Part V Statements Regarding Other IRS Filings and Tax Compliance (continued). Includes sections 2a through 17, covering employee reporting, prohibited tax shelter transactions, and various organizational requirements.

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a Enter the number of voting members of the governing body at the end of the tax year... 1b Enter the number of voting members included in line 1a... 2 Did any officer, director, trustee, or key employee have a family relationship... 3 Did the organization delegate control over management duties... 4 Did the organization make any significant changes to its governing documents... 5 Did the organization become aware during the year of a significant diversion of assets... 6 Did the organization have members or stockholders... 7a Did the organization have members, stockholders, or other persons who had the power to elect... 7b Are any governance decisions reserved to members, stockholders, or persons other than the governing body... 8 Did the organization contemporaneously document the meetings held or written actions... 8a The governing body? 8b Each committee with authority to act on behalf of the governing body? 9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address?

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a Did the organization have local chapters, branches, or affiliates? 10b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes? 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11b Describe on Schedule O the process, if any, used by the organization to review this Form 990. 12a Did the organization have a written conflict of interest policy? 12b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12c Did the organization regularly and consistently monitor and enforce compliance with the policy? 13 Did the organization have a written whistleblower policy? 14 Did the organization have a written document retention and destruction policy? 15a The organization's CEO, Executive Director, or top management official 15b Other officers or key employees of the organization 16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year? 16b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 List the states with which a copy of this Form 990 is required to be filed CA, CT, FL, GA, AL, HI, IL, KS, KY, MD, MA, MI, MN, MS, NH, NJ, NM, NY, NC, ND, OR, PA, AZ, RI, SC, TN, UT, VA, AR, WA, WV, WI 18 Section 6104 requires an organization to make its Form 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply. 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. 20 State the name, address, and telephone number of the person who possesses the organization's books and records: Lisa Nevitt 45 SW Ankeny St Portland, OR 97204 (503) 896-5000

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee	Former			
(1) Tjada D'Oyen McKenna Chief Executive Officer	40.0	X		X			527,768	0	22,535	
(2) Becca Van Dyck Board Member	8.0	X					0	0	0	
(3) Cecily Joseph Board Member	10.0	X					0	0	0	
(4) Emmanuel Lulin Board Member	5.0	X					0	0	0	
(5) Farah Pandith Board Member	5.0	X					0	0	0	
(6) John Makinson Board Member	5.0	X					0	0	0	
(7) Kito de Boer Board Member	8.0	X					0	0	0	
(8) Kofi Taha Board Member	5.0	X					0	0	0	
(9) Kristin Mannion Board Member	5.0	X					0	0	0	
(10) Lesley Ndlovu Board Member	5.0	X					0	0	0	
(11) Lucy Helm Board Member Chair	10.0	X					0	0	0	
(12) Melanie Thomas Armstrong Board Member	10.0	X					0	0	0	
(13) Paul Song Board Member	5.0	X					0	0	0	
(14) Vijaya Gadde Board Member	10.0	X					0	0	0	
(15) Alexa Holmes General Counsel & Corporate Secretary	40.0			X			270,946	0	19,523	
(16) Andrew Morgan Deputy General Counsel & Assistant Corporate Secretary	40.0			X			170,366	0	13,305	
(17) Chad Snelgar CFAO & Corporate Treasurer	40.0			X			301,884	0	10,533	

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)					(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee;	Officer	Key employee	Highest compensated employee			
(18) Jennifer Sime Chief Operating Officer	40.0			X			330,131	0	21,761
(19) NICOLE CRITES PROJECT MANAGER - O CEO & CORPORATE SECRETARY (Partial year)	40.0			X			87,692	0	8,933
(20) Sonia Delman Associate General Counsel & Assistant Corporate Secretary	40.0			X			167,331	0	5,965
(21) Jeremy R Snyder Vice President, High Impact Philanthropy	40.0				X		167,367	0	14,348
(22) Joshua Taylor Dewald Vice President - Evidence and Learning	40.0				X		203,288	0	16,314
(23) Katherine Phillips-Barrasso Vice President - Policy and Advocacy	40.0				X		227,958	0	15,314
(24) Mary Stata Chief Development Officer	40.0				X		260,752	0	20,238
(25) Mindy Maschmeyer Vice President, Marketing	40.0				X		196,763	0	14,496
(26) Sanjay Gurung Vice President - Technical Resources & Quality	40.0				X		188,855	0	14,347
(27) Sanjeev Sahgal Chief People Officer	40.0				X		270,905	0	25,974
(28) Shannon M Alexander Sweet Vice President - Global Program Support	40.0				X		217,295	0	16,124
(29) Whitney Laine Elmer Vice President - Emergency Response	40.0				X		245,349	0	21,028
(30) Allison Huggins Deputy Reg Dir, Pgrm - East & Southern Africa	40.0					X	288,826	0	16,658
(31) Hugh Aprile Regional Dir, Latin America and the Caribbean	40.0					X	231,710	0	20,969
(32) Ndubisi Anyanwu Country Director	40.0					X	317,258	0	18,552
(33) Peter Lewis Chief Marketing & Communications Officer	40.0					X	250,037	0	18,365
(34) Steve Linick Chief Ethics & Compliance Officer	40.0					X	273,353	0	17,184
1b Sub-Total									
c Total from continuation sheets to Part VII, Section A									
d Total (add lines 1b and 1c)							5,195,834	0	352,466

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **180**

	Yes	No
3 Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>		
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	Yes	
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
STOEL RIVES LLP 301 E 4TH STREET 19TH FLOOR Cincinnati, OH 45202	Legal Services	996,092
PLANET TECHNOLOGIES INC 9801 Washingtonian Blvd Suite 360 Gaithersburg, MD 20878	Data Migration	895,905
CHERMAYEFF&GEISMAR&HAVIV LLC 27 WEST 24TH STREET SUITE 900 New York, NY 10010	Brand Development Project	722,709
KONTERRA GROUP LLC 700 12th Street NW Suite 700 Washington, DC 20005	Mental Health Services	458,966
DALBERG CONSULTING US LLC 155 WEST 23RD ST 6TH FLOOR New York, NY 10011	Consulting Services	450,967
2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 2 2		

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants, and Other				
1a Federated campaigns			0	
b Membership dues			0	
c Fundraising events			0	
d Related organizations			0	
e Government grants (contributions)			320,029,027	
f All other contributions, gifts, grants, and similar amounts not included above			131,804,720	
g Noncash contributions included in lines 1a - 1f:\$			6,302,142	
h Total. Add lines 1a-1f				451,833,747

	Business Code				
		(A)	(B)	(C)	(D)
2a Program Activities Revenue	900099	890,833	890,833	0	0
b Loan Interest and Fees	525990	14,571	14,571	0	0
c		0	0	0	0
d		0	0	0	0
e		0	0	0	0
f All other program service revenue.		0	0	0	0
g Total. Add lines 2a-2f.	905,404				

3 Investment income (including dividends, interest, and other similar amounts)		12,538,424	0	0	12,538,424
4 Income from investment of tax-exempt bond proceeds		0	0	0	0
5 Royalties		0	0	0	0
6a Gross rents	6a	(i) Real	(ii) Personal		
		0	0		
b Less: rental expenses	6b	0	0		
c Rental income or (loss)	6c	0	0		
d Net rental income or (loss)				0	0
7a Gross amount from sales of assets other than inventory	7a	(i) Securities	(ii) Other		
		1,238,770	533,789		
b Less: cost or other basis and sales expenses	7b	1,226,627	488,175		
c Gain or (loss)	7c	12,143	45,614		
d Net gain or (loss)				57,757	0
8a Gross income from fundraising events (not including \$ 0 of contributions reported on line 1c). See Part IV, line 18	8a		0		
b Less: direct expenses	8b		0		
c Net income or (loss) from fundraising events				0	0
9a Gross income from gaming activities. See Part IV, line 19	9a		0		
b Less: direct expenses	9b		0		
c Net income or (loss) from gaming activities				0	0
10a Gross sales of inventory, less returns and allowances	10a		0		
b Less: cost of goods sold	10b		0		
c Net income or (loss) from sales of inventory				0	0

	Business Code				
		(A)	(B)	(C)	(D)
11a Other Revenue	900099	200,110	0	44,000	156,110
b		0	0	0	0
c		0	0	0	0
d All other revenue		0	0	0	0
e Total. Add lines 11a-11d		200,110			
12 Total revenue. See instructions		465,535,442	905,404	44,000	12,752,291

OtherRevenueMiscAmt

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	475,000	475,000		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	1,079,911	1,079,911		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	195,692,687	195,692,687		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	3,528,386	218,541	3,074,009	235,836
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	120,711,932	74,459,312	39,731,810	6,520,810
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	3,154,809	382,527	2,383,229	389,053
9 Other employee benefits	43,520,573	26,233,707	14,917,323	2,369,543
10 Payroll taxes	4,799,370	841,299	3,416,472	541,599
11 Fees for services (non-employees):				
a Management				
b Legal	2,397,297	468,026	1,670,217	259,054
c Accounting	442,865	101,885	340,980	
d Lobbying	13,168			13,168
e Professional fundraising services. See Part IV, line 17	1,815,825			1,815,825
f Investment management fees	14,791		14,791	
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	19,680,309	9,815,844	8,634,552	1,229,913
12 Advertising and promotion	3,161,825	673,655	57,842	2,430,328
13 Office expenses	13,901,316	5,922,628	4,516,496	3,462,192
14 Information technology	6,130,892	2,296,932	3,494,973	338,987
15 Royalties				
16 Occupancy	5,014,517	7,231,604	-2,367,385	150,298
17 Travel	21,228,317	16,248,247	4,488,786	491,284
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	200,142	-11,219	172,301	39,060
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	2,658,525	1,799,178	703,375	155,972
23 Insurance	1,217,884	75,681	1,071,983	70,220
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Other Contracts	12,877,472	12,693,092	172,897	11,483
b Other OP Costs	4,685,823	689,567	3,972,060	24,196
c Equipment & Vehicles	2,862,618	2,862,618	0	0
d Bank and Other Fees	2,609,657	1,494,848	664,239	450,570
e All other expenses	1,210,855	485,675	682,054	43,126
25 Total functional expenses. Add lines 1 through 24e	475,086,766	362,231,245	91,813,004	21,042,517
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash-non-interest-bearing	50,710,420	1	42,588,800
	2 Savings and temporary cash investments	79,731,887	2	103,099,686
	3 Pledges and grants receivable, net	54,544,780	3	41,054,689
	4 Accounts receivable, net	3,328,176	4	6,073,785
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0	6	0
	7 Notes and loans receivable, net	236,011	7	0
	8 Inventories for sale or use	31,576	8	751,153
	9 Prepaid expenses and deferred charges	6,236,283	9	6,380,655
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 62,121,947		
	b Less: accumulated depreciation	10b 38,573,830	24,633,944	10c 23,548,117
	11 Investments—publicly traded securities	11,144,830	11	8,383,818
	12 Investments—other securities. See Part IV, line 11	0	12	
	13 Investments—program-related. See Part IV, line 11	16,356,305	13	24,299,052
	14 Intangible assets	1,361,070	14	1,361,018
	15 Other assets. See Part IV, line 11	34,792,812	15	39,069,308
16 Total assets: Add lines 1 through 15 (must equal line 33)	283,108,094	16	296,610,081	
Liabilities	17 Accounts payable and accrued expenses	73,244,805	17	56,807,771
	18 Grants payable	0	18	0
	19 Deferred revenue	77,549,984	19	116,285,559
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	15,466	21	16,296
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	5,265,348	23	4,588,589
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D	10,820,180	25	9,948,893
	26 Total liabilities. Add lines 17 through 25	166,895,783	26	187,647,108
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	94,984,219	27	93,515,349
	28 Net assets with donor restrictions	21,228,092	28	15,447,624
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds	0	29	0
	30 Paid-in or capital surplus, or land, building or equipment fund	0	30	0
	31 Retained earnings, endowment, accumulated income, or other funds	0	31	0
	32 Total net assets or fund balances	116,212,311	32	108,962,973
33 Total liabilities and net assets/fund balances	283,108,094	33	296,610,081	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	465,535,442
2	Total expenses (must equal Part IX, column (A), line 25)	2	475,086,766
3	Revenue less expenses. Subtract line 2 from line 1	3	-9,551,324
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	116,212,311
5	Net unrealized gains (losses) on investments	5	1,140,199
6	Donated services and use of facilities	6	1,457,984
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	-296,197
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (A))	10	108,962,973

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		No
2b	Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input checked="" type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	Yes	
2c	If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	Yes	
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	Yes	

Additional Data

Return to Form

Software ID: 23017437

Software Version: 2023v6.0

Form 990, Special Condition Description:

Special Condition Description

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
 Attach to Form 990 or Form 990-EZ.
 Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization
Mercy Corps

Employer identification number
91-1148123

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990).)
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state:

- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations _____
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .	321,739,813	352,864,149	420,534,934	517,520,733	452,483,747	2,065,143,376
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
3 The value of services or facilities furnished by a governmental unit to the organization without charge.	0	0	0	0	0	0
4 Total. Add lines 1 through 3	321,739,813	352,864,149	420,534,934	517,520,733	452,483,747	2,065,143,376
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						51,912,739
6 Public support. Subtract line 5 from line 4.						2,013,230,637

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) 2022	(f) Total
7 Amounts from line 4.	321,739,813	352,864,149	420,534,934	517,520,733	452,483,747	2,065,143,376
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	548,728	169,622	169,126	2,092,742	12,538,424	15,518,642
9 Net income from unrelated business activities, whether or not the business is regularly carried on.	0	102,500	6,000	11,620	44,000	164,120
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.).	129,196	190,818	23,519	43,025	156,110	542,668
11 Total support. Add lines 7 through 10						2,081,368,806
12 Gross receipts from related activities, etc. (see instructions)					12	8,624,631

13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f))	14	96.73 %
15 Public support percentage for 2022 Schedule A, Part II, line 14	15	96.09 %

16a 33 1/3% support test—2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

b 33 1/3% support test—2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization

17a 10%-facts-and-circumstances test—2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

b 10%-facts-and-circumstances test—2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 8 Public support.

Section B. Total Support

Table with 7 columns: (a) 2019, (b) 2020, (c) 2021, (d) 2022, (e) 2023, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 11 Net income from unrelated business activities not included on line 10b; 12 Other income; 13 Total support; 14 First 5 years.

Section C. Computation of Public Support Percentage

Table with 2 columns: Description, Percentage. Row 15: Public support percentage for 2023 (line 8, column (f) divided by line 13, column (f)). Row 16: Public support percentage from 2022 Schedule A, Part III, line 15.

Section D. Computation of Investment Income Percentage

Table with 2 columns: Description, Percentage. Row 17: Investment income percentage for 2023 (line 10c, column (f) divided by line 13, column (f)). Row 18: Investment income percentage from 2022 Schedule A, Part III, line 17.

19a 33 1/3% support tests—2023. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

b 33 1/3% support tests—2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990).		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? If "Yes," complete Part I of Schedule L (Form 990).		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?		
11a		
b A family member of a person described on 11a above?		
11b		
c A 35% controlled entity of a person described on line 11a or 11b above? <i>If "Yes" to 11a, 11b, or 11c, provide detail in Part VI</i>		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
1		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
2		
3 By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		
3		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)			
2 Activities Test. Answer lines 2a and 2b below.			
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>			
2a			
b Did the activities described on line 2a, above constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>			
2b			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>If "Yes" or "No", provide details in Part VI.</i>			
3a			
b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI. the role played by the organization in this regard.</i>			
3b			

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1** Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in Part VI*). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income

(A) Prior Year

(B) Current Year
(optional)

- | | | | |
|---|----------|--|--|
| 1 Net short-term capital gain | 1 | | |
| 2 Recoveries of prior-year distributions | 2 | | |
| 3 Other gross income (see instructions) | 3 | | |
| 4 Add lines 1 through 3 | 4 | | |
| 5 Depreciation and depletion | 5 | | |
| 6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions) | 6 | | |
| 7 Other expenses (see instructions) | 7 | | |
| 8 Adjusted Net Income (subtract lines 5, 6 and 7 from line 4) | 8 | | |

Section B - Minimum Asset Amount

(A) Prior Year

(B) Current Year
(optional)

- | | | | |
|--|-----------|--|--|
| 1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year): | 1 | | |
| a Average monthly value of securities | 1a | | |
| b Average monthly cash balances | 1b | | |
| c Fair market value of other non-exempt-use assets | 1c | | |
| d Total (add lines 1a, 1b, and 1c) | 1d | | |
| e Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>): | | | |
| 2 Acquisition indebtedness applicable to non-exempt use assets | 2 | | |
| 3 Subtract line 2 from line 1d | 3 | | |
| 4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions). | 4 | | |
| 5 Net value of non-exempt-use assets (subtract line 4 from line 3) | 5 | | |
| 6 Multiply line 5 by 0.035 | 6 | | |
| 7 Recoveries of prior-year distributions | 7 | | |
| 8 Minimum Asset Amount (add line 7 to line 6) | 8 | | |

Section C - Distributable Amount

Current Year

- | | | |
|--|----------|--|
| 1 Adjusted net income for prior year (from Section A, line 8, Column A) | 1 | |
| 2 Enter 85% of line 1 | 2 | |
| 3 Minimum asset amount for prior year (from Section B, line 8, Column A) | 3 | |
| 4 Enter greater of line 2 or line 3 | 4 | |
| 5 Income tax imposed in prior year | 5 | |
| 6 Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions) | 6 | |

- 7** Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

(continued)

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - provide details in Part VI)	5	
6 Other distributions (describe in Part VI). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions	8	
9 Distributable amount for 2023 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2023	(iii) Distributable Amount for 2023
1 Distributable amount for 2023 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2023 (reasonable cause required-- explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2023:			
a From 2018.			
b From 2019.			
c From 2020.			
d From 2021.			
e From 2022.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2023 distributable amount			
i Carryover from 2018 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2023 from Section D, line 7:			
\$			
a Applied to underdistributions of prior years			
b Applied to 2023 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, explain in Part VI . See instructions.			
6 Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, explain in Part VI . See instructions.			
7 Excess distributions carryover to 2024. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2019.			
b Excess from 2020.			
c Excess from 2021.			
d Excess from 2022.			
e Excess from 2023.			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

Return Reference	Explanation
Schedule A, Part II, Line 10 Other Income	DESCRIPTION - OTHER, COLUMN A - 127420.0, COLUMN B - 190805.0, COLUMN C - 23519.0, COLUMN D - 43025.0, COLUMN E - 156110.0, COLUMN F - 540879.0; DESCRIPTION - SALE OF INVENTORY, COLUMN A - 1776.0, COLUMN B - 13.0, COLUMN C - 0.0, COLUMN D - 0.0, COLUMN E - 0.0, COLUMN F - 1789.0;

Additional Data

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Schedule B

Schedule of Contributors

OMB No. 1545-0047

(Form 990)
Department of the Treasury
Internal Revenue Service

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

2023

Name of the organization
Mercy Corps

Employer identification number
91-1148123

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

- 501(c)() (enter number) organization
4947(a)(1) nonexempt charitable trust not treated as a private foundation
527 political organization

Form 990-PF

- 501(c)(3) exempt private foundation
4947(a)(1) nonexempt charitable trust treated as a private foundation
501(c)(3) taxable private foundation

Check if your organization is covered by the General Rule or a Special Rule.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or other property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000 or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. Complete Parts I and II.
For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 exclusively for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions exclusively for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an exclusively religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received nonexclusively religious, charitable, etc., contributions totaling \$5,000 or more during the year \$

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization
 Mercy Corps

Employer identification number
 91-1148123

Part I
Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
RESTRICTED		\$ RESTRICTED	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)
-		\$	<input type="checkbox"/> Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash (Complete Part II for noncash contributions.)

Name of organization
 Mercy Corps

Employer identification number
 91-1148123

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____
-	_____ _____ _____	_____ \$	_____

Name of organization Mercy Corps	Employer identification number 91-1148123
-------------------------------------	--

Part III Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of \$1,000 or less for the year. (Enter this information once. See instructions.) ► \$ _____

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	
(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	_____ _____	_____ _____	_____ _____
(e) Transfer of gift			
Transferee's name, address, and ZIP 4		Relationship of transferor to transferee	
_____ _____		_____ _____	

Additional Data

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Political Campaign and Lobbying Activities
For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ **Complete if the organization is described below.** ▶ **Attach to Form 990 or Form 990-EZ.**
▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization Mercy Corps	Employer identification number 91-1148123
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Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1	Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."		
2	Political campaign activity expenditures. See instructions	▶	\$ _____
3	Volunteer hours for political campaign activities. See instructions		_____

Part I-B Complete if the organization is exempt under section 501(c)(3).

1	Enter the amount of any excise tax incurred by the organization under section 4955		
2	Enter the amount of any excise tax incurred by organization managers under section 4955		\$ _____
3	If the organization incurred a section 4955 tax, did it file Form 4720 for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No
4a	Was a correction made?		<input type="checkbox"/> Yes <input type="checkbox"/> No
b	If "Yes," describe in Part IV.		

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1	Enter the amount directly expended by the filing organization for section 527 exempt function activities		
2	Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities	▶	\$ _____
3	Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b.....		\$ _____
4	Did the filing organization file Form 1120-POL for this year?		<input type="checkbox"/> Yes <input type="checkbox"/> No
5	Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.		

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1				
2				
3				
4				
5				
6				

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

- A** Check if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).
- B** Check if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)	2,440	0
b Total lobbying expenditures to influence a legislative body (direct lobbying)	10,728	0
c Total lobbying expenditures (add lines 1a and 1b)	13,168	0
d Other exempt purpose expenditures	362,218,078	0
e Total exempt purpose expenditures (add lines 1c and 1d)	362,231,246	0
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	1,000,000	0
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	
Not over \$500,000	20% of the amount on line 1e.	
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	
Over \$17,000,000	\$1,000,000.	
g Grassroots nontaxable amount (enter 25% of line 1f)	250,000	0
h Subtract line 1g from line 1a. If zero or less, enter -0-	0	0
i Subtract line 1f from line 1c. If zero or less, enter -0-	0	0
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) Total
2a Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000
c Total lobbying expenditures	57,689	19,151	11,042	13,168	101,050
d Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000
f Grassroots lobbying expenditures	51,801	19,151	3,081	2,440	76,473

Part II-B Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carry over lobbying and political expenditures from the prior year?	3	

Part III-B Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures. See Instructions	5	

Part IV Supplemental Information

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation

Additional Data

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Supplemental Financial Statements

2022

Open to Public Inspection

Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury Internal Revenue Service

Name of the organization Mercy Corps

Employer identification number

91-1148123

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor informed status.

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Form for Part II Conservation Easements. Includes checkboxes for various purposes (land for public use, natural habitat, etc.), a table for 'Held at the End of the Year' with rows 2a-2d, and several text-based questions about monitoring and reporting.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Includes questions about reporting requirements and amounts for art and historical treasures.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a** Public exhibition
- b** Scholarly research
- c** Preservation for future generations
- d** Loan or exchange programs
- e** Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . . **Yes** **No**

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? **Yes** **No**

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? **Yes** **No**

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a** Board designated or quasi-endowment ▶
- b** Permanent endowment ▶
- c** Term endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i)** Unrelated organizations
- (ii)** Related organizations

b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		
3a(ii)		
3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		2,534,266		2,534,266
b Buildings		29,561,591	11,045,266	18,516,325
c Leasehold improvements		1,757,943	1,167,060	590,883
d Equipment		7,615,324	7,175,677	439,647
e Other		20,652,823	19,185,827	1,466,996
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				23,548,117

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments - Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Microfinance Investments	13,639,739	C
(2) Other Investments	10,659,313	C
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.)	24,299,052	

Part IX Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) Due from Affiliates	27,936,588
(2) Financial Instruments	191,671
(3) ROU Assets	10,941,049
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.)	39,069,308

Part X Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
Charitable Gift Annuities	508,311
Lease Liability	9,440,582
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.)	9,948,893

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
Schedule D, Part IV, Line 2b Explanation of escrow agreement	Mercy Corps is a custodial agent of donations received by Mercy Corps on behalf of a trust created for the benefit of a woman in Pakistan. The funds received are for her use and recorded as a liability on Mercy Corps books.
Schedule D, Part X, Line 2 FIN 48 (ASC 740) footnote	The Organization had been granted tax-exempt status under Section 501 (c)(3) of the Internal Revenue Code and corresponding sections of the state of Washington provisions as a publicly supported organization, which is not a private foundation. U.S. GAAP requires Mercy Corps' management to evaluate tax positions taken by Mercy Corps and recognize a tax liability (or asset) if Mercy Corps has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service (IRS). Management has analyzed tax positions taken by Mercy Corps and has concluded that as of June 30, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of liability (or asset) or disclosure in the consolidated financial statements. Mercy Corps is subject to routine audits by taxing jurisdictions; however, there are currently no IRS audits for any tax period.

Additional Data

[Return to Form](#)

Software ID: 23017437

Software Version: 2023v6.0

Statement of Activities Outside the United States

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 14b, 15, or 16.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
Mercy Corps

Employer identification number

91-1148123

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 14b.

- 1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.
- 3** Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
(1) Central America and the Caribbean	10	127	Program Services	Help individuals to organize, receive specialized training & services, become aware of market opportunities, and overcome other development challenges and obstacles. Empower communities to create their own wealth and use it to achieve secure, just and productive communities.	8,080,893
(2) East Asia and the Pacific	10	158	Program Services	Pilot, inform and influence innovative local solutions to mitigate economic and social disparity with local partners. Support rural communities to mobilize resources to meet their economic and social needs.	10,448,676
(3) Europe (Including Iceland and Greenland)	13	206	Program Services	Support local institutions (governmental and non-governmental) capacity to better serve multi-ethnic communities economically and socially. Provide programs focused on innovative economic development, sustainable resource management and citizen empowerment.	115,849
(4) Middle East and North Africa	42	1,051	Program Services	Strengthen community level mechanisms and capacity for citizen participation in local decision making, humanitarian interventions and sustainable development. Support society capacity to respond to humanitarian needs and contribute to regional stability and inclusive, sustainable economic growth.	49,594,403
(5) Russia and Neighboring States	17	349	Program Services	Nurture economic and civil society development at the community level while checking and/or reversing a slide toward more autocratic system of business and government.	22,701,707
(6) South America	8	300	Program Services	Consolidate the	17,494,115

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in the region	(d) Activities conducted in region (by type) (such as, fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in the region	(f) Total expenditures for and investments in the region
				advances that have been made attending to the needs of the displaced population for emergency humanitarian assistance (1st phase), socio-economic stabilization (2nd phase) and expand these gains to include sustainable socio-economic development (3rd phase) in current geographical areas and new priority regions.	
(7) South Asia	10	505	Program Services	Enable communities to improve their quality of life through strengthened sustainable livelihoods, improved public health knowledge, attitudes and behavior; increased responsive institutions and improved access to services.	13,187,673
(8) Sub-Saharan Africa	107	2,727	Program Services	Facilitate and enhance the economic and social reintegration of displaced and returnee population through (A) teaching basic livelihoods, (B) promoting the adoption of alternative livelihoods in zones where traditional system are no longer viable, and (C) promoting inter/intra-clan/ethnic conflict mitigation, the continuing development of a civil society, and state building.	128,736,278
(9) Central America and the Caribbean			Investments		392,388
(10) East Asia and the Pacific			Investments		41,442
(11) Middle East and North Africa			Investments		22,733
(12) Russia and Neighboring States			Investments		13,639,739
(13) South Asia			Investments		212,693
(14) Sub-Saharan Africa			Investments		2,702,228
(15) Central America and the Caribbean			Grantmaking		94,180
(16) East Asia and the Pacific			Grantmaking		5,327,133
(17) Middle East and North Africa			Grantmaking		12,383,830
(18) Russia and Neighboring States			Grantmaking		9,838,961
(19) South America			Grantmaking		15,933,495
(20) South Asia			Grantmaking		6,358,991
(21) Sub-Saharan Africa			Grantmaking		51,573,900
3a Sub-total	217	5,423			272,792,130
b Total from continuation sheets to Part I	0	0			96,089,177
c Totals (add lines 3a and 3b)	217	5,423			368,881,307

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 15, for any recipient who received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of noncash assistance	(h) Description of noncash assistance	(i) Method of valuation (book, FMV, appraisal, other)
		Sub-Saharan Africa	Strategic assistance for emergency response and providing assistance to communities in Eastern DRC.	12,023,767	EFT/Wire			
		Russia and Neighboring States	Meet emergency basic needs and provide protection assistance to IDPs and conflict-affected people in Ukraine without means of subsistence.	5,221,654	EFT/Wire			
		Middle East and North Africa	Internal livelihoods advancement activity.	3,446,673	EFT/Wire			
		South Asia	Contributing towards tuberculosis (TB) control in the country, expansion in existing TB control interventions and geographical area, introduction of new interventions to find missing TB cases.	2,744,327	EFT/Wire			
		Middle East and North Africa	Transform vulnerable youth into productive, contributing citizens who are connected to their communities.	2,535,495	EFT/Wire			
		Sub-Saharan Africa	Build resilience and prevent or reduce the impact of disasters, its goal is to equip vulnerable young women and men in Niger with technical and life skills, networks, and capital for increased strategic economic opportunities.	2,358,135	EFT/Wire			
		Sub-Saharan Africa	Drought response prevention program.	2,346,020	EFT/Wire			
		Sub-Saharan Africa	Program for the development of Eastern Congo.	2,275,717	EFT/Wire			
		South Asia	Contribution towards achieving the targets of the National Strategic Plan for Tuberculosis prevention, care and control in Pakistan.	2,149,118	EFT/Wire			
		Middle East and North Africa	Providing technical and leadership of women.	1,874,902	EFT/Wire			
		Europe (Including Iceland and Greenland)	Meet the immediate needs of vulnerable, conflict-affected people who relocated to Sweden as a result of the war in Ukraine.	1,725,693	EFT/Wire			
		Sub-Saharan Africa	Development food security program for resilient systems.	1,707,781	EFT/Wire			
		Sub-Saharan Africa	Enable individuals and communities to engage in strong and sustainable market systems.	1,581,236	EFT/Wire			
		Sub-Saharan Africa	Resilience in pastoral areas.	1,224,274	EFT/Wire			
		Middle East and North Africa	Provide access to health and nutrition education to children enrolled in early childhood care and development, primary (formal and non-formal settings), and secondary education.	1,125,638	EFT/Wire			
		Sub-Saharan Africa	Highlands Resilience Activity (HRA)	934,642	EFT/Wire			
		East Asia and the Pacific	Investing in human capital for disaster management in Indonesia.	884,721	EFT/Wire			
		Middle East and North Africa	Emergency Response, Recovery, and Resilience in Northeast Syria (ES3)	844,440	EFT/Wire			
		South America	Improving the livelihoods and living conditions of rural farming families by addressing the integral needs of rural people in coca-producing zones.	832,753	EFT/Wire			
		East Asia and the Pacific	Managing risks through economic development.	830,702	EFT/Wire			
		Sub-Saharan Africa	To increase enrollment and attendance for vulnerable and underserved school-age children.	803,138	EFT/Wire			
		Sub-Saharan Africa	Build resilience and prevent or reduce violent extremism, its goals is to equip vulnerable young women and men in Niger with technical and life skills, networks, and capital for increased strategic economic opportunities.	668,883	EFT/Wire			
		East Asia and the Pacific	Enhancing Food and Nutrition Security in Central and Northern Rakhine (ENSURE)	618,881	EFT/Wire			
		South Asia	USDA Food for Education	609,728	EFT/Wire			
		South America	Advancing the Future of Venezuelan Refugees in Colombia 2023-2024	585,472	EFT/Wire			
		Sub-Saharan Africa	Enabling access to sustainable Agriculture, Income, Nutrition and Food Security	566,845	EFT/Wire			
		South Asia	Build the capacity of local governments and schools to procure foods and ensure the provision of diversified and nutritious menus in an appropriate and sustainable manner.	552,138	EFT/Wire			
		Russia and Neighboring States	Support refugees and IDPs fleeing the conflict in Ukraine.	528,695	EFT/Wire			
		Sub-Saharan Africa	to accelerate the growth of AgriTech, ClimateTech and FinTechs working to transform agricultural markets in the Global South.	423,270	EFT/Wire			
		Middle East and North Africa	To support Iraqi CSOs collectively expand their ability to influence decision-making processes in Iraq.	400,978	EFT/Wire			
		Sub-Saharan Africa	Strengthen the individual and collective capacity of women's peacebuilding Civil Society Organizations to advance gender transformative solutions for peace.	333,278	EFT/Wire			
		Russia and Neighboring States	Prevent and respond to gender-based violence and the impact of violent extremism in their local communities, countries, and the South Caucasus region.	328,373	EFT/Wire			
		Middle East and North Africa	Peacebuilding through an Inclusive Social Action Model - Peace and Stabilization Operations Program	321,233	EFT/Wire			
		Sub-Saharan Africa	Community initiative to promote peace.	303,834	EFT/Wire			
		Sub-Saharan Africa	Conduct youth programming in Mauritania that contributes to building the capacity of youth in order to build their assets, agency, contribution and resilience through a youth-inclusive approach.	297,811	EFT/Wire			
		Sub-Saharan Africa	Collaboration across local, international, government, non-government, community, state, and security stakeholders to increase the effectiveness, local ownership, and sustainability of an inclusive Early Warning and Early Response system for improved violence prevention.	289,169	EFT/Wire			
		East Asia and the Pacific	Emergency Assistance to Displaced Populations in Southeast of Burma	286,707	EFT/Wire			
		Sub-Saharan Africa	Support inclusive bundled digital farmer services including climate-smart services, financial services, insurance and market linkages for smallholders, particularly women.	273,234	EFT/Wire			
		East Asia and the Pacific	Emergency Assistance to Communities Affected by Cyclone Mocha in the Northwest of Burma	271,056	EFT/Wire			
		South Asia	Incorporate technology in finding and reporting more tuberculosis (TB) cases, TB patient follow-up, and treatment adherence in the private sector through digitalization.	263,928	EFT/Wire			
		East Asia and the Pacific	Empowering Women in Coffee Origin Communities	249,244	EFT/Wire			
		Russia and Neighboring States	UA RRM PRIVATE POOLED FUNDS	245,548	EFT/Wire			
		Middle East and North Africa	Integrated Livelihoods and Legal Assistance Pathways in Iraq	233,582	EFT/Wire			
		South America	Expansion Brewing Change: Women's Empowerment Phase II in Colombia	231,818	EFT/Wire			
		East Asia and the Pacific	Brewing Change: Empowering Women in Indonesia Coffee Origin Communities	218,761	EFT/Wire			
		South America	Portierra Expansion 2022-2026	213,804	EFT/Wire			
		East Asia and the Pacific	Improved Workforce and Employment Readiness Through Technological Digital Literacy and Post Sales Services Skills (WEDART)	209,557	EFT/Wire			
		Russia and Neighboring States	Ukraine Agricultural Support Program	200,731	EFT/Wire			
		Sub-Saharan Africa	Support for local initiatives to promote peace.	203,820	EFT/Wire			
		Russia and Neighboring States	Donations related to Ukraine Response	180,246	EFT/Wire			
		East Asia and the Pacific	SEED 4 Women III: Women Small Businesses Economic Empowerment Initiative	173,934	EFT/Wire			
		Sub-Saharan Africa	Support for local initiatives to promote peace.	160,635	EFT/Wire			
		South America	Advancing the Future of Venezuelan Refugees in Colombia	155,304	EFT/Wire			
		Sub-Saharan Africa	Transitioning households to resilience from vulnerability.	151,992	EFT/Wire			
		Sub-Saharan Africa	Delivering resilient enterprises and market systems for refugees.	148,662	EFT/Wire			
		Russia and Neighboring States	Advancing the Future of Venezuelan Refugees in Colombia	140,364	EFT/Wire			
		Middle East and North Africa	For humanitarian aid in the wake of the Feb 6, 2023 earthquake in the Middle East, specifically Syria, where the need is the greatest.	139,970	EFT/Wire			
		Middle East and North Africa	EMERGENCY RESPONSE FOR DISPLACED POPULATIONS IN LEBANON	133,000	EFT/Wire			
		Sub-Saharan Africa	Build resilience in communities affected by conflict and crisis.	128,515	EFT/Wire			
		Middle East and North Africa	Emergency Response for Displaced Populations in Lebanon	123,648	EFT/Wire			
		Middle East and North Africa	BHA FY22 Inclusive WASH Assistance for Vulnerable and Displaced Iraqis	122,358	EFT/Wire			
		Sub-Saharan Africa	Support for local initiatives to promote peace.	117,868	EFT/Wire			
		Sub-Saharan Africa	Provide support for the Sauti Yako, Amani Yako (Yakooce, Your Peace) or "SAUTI"	115,618	EFT/Wire			
		Middle East and North Africa	Strengthening Humanitarian & Adaptive Modalities in Syria (SHAMS)	110,411	EFT/Wire			
		Sub-Saharan Africa	Empower adolescent girls and young women through access to basic literacy and numeracy, life skills, economic opportunities, and health information and resources.	109,717	EFT/Wire			
		South America	BovenPro Expansion	104,870	EFT/Wire			
		Sub-Saharan Africa	Sustainable AgriFood Systems Approach for Sudan (SASAS)	98,930	EFT/Wire			
		Sub-Saharan Africa	Delivering Resilient Enterprises and Market Systems for refugees in Ethiopia	97,391	EFT/Wire			
		Sub-Saharan Africa	Integrated Multi-Sector Intervention for Conflict Affected population in Aba'ala Woreda zone 2, Afar Region	96,611	EFT/Wire			
		Russia and Neighboring States	KG USAID Food for Education CCC 2021-26	91,619	EFT/Wire			
		Sub-Saharan Africa	Projet D'appui D'urgence pour le bien-etre Social et Alimentaire (ZUSAID)	84,872	EFT/Wire			
		Central America and the Caribbean	Market Access for Smallholder Farmers in Guatemala (MAS) Phase II	82,488	EFT/Wire			
		Sub-Saharan Africa	Ensure vulnerable host community households have access to life-saving cash, WASH and livelihood opportunities, addressing immediate food security needs and preventing the spread of the COVID-19 virus.	80,260	EFT/Wire			
		Sub-Saharan Africa	IG Hilton Foundation JobTech for Refugees (J4R)	78,602	EFT/Wire			
		Sub-Saharan Africa	Healthy Girls Become Strong Women	74,711	EFT/Wire			
		East Asia and the Pacific	Improving Food Security & Meeting Critical WASH & NFI Needs of People in Need	69,172	EFT/Wire			
		East Asia and the Pacific	Extending multi-purpose cash assistance to people in need in hard-to-reach and underserved townships in Saguing and Magway to meet their Food Security, Shelter&NFI and WASH needs.	64,312	EFT/Wire			
		Sub-Saharan Africa	Responding to urgent needs and investing in recovery.	59,064	EFT/Wire			
		Sub-Saharan Africa	Establishment of WASH and implement key project activities	58,940	EFT/Wire			
		Sub-Saharan Africa	dissemination of SRHR referral pathway training 118 schoolteachers in 5 districts of Karamoja-GIRL-H	58,223	EFT/Wire			
		Sub-Saharan Africa	Multisectoral emergency response to conflict affected populations in Darfur States, Sudan	49,941	EFT/Wire			
		Sub-Saharan Africa	To support women in Sudan to prevent and mitigate violence and conflict and participate in decision-making	46,951	EFT/Wire			
		Middle East and North Africa	Enhancing Gaza Farmers' Ability to Recover Livelihoods Through Cash Assistance	46,408	EFT/Wire			
		Sub-Saharan Africa	Supporting Ginger Farmers in Nigeria	44,712	EFT/Wire			
		Sub-Saharan Africa	Provide hygiene kits and other essential kits to 392 flood displaced families in Kismayu district of Lower Juba of Somalia	44,375	EFT/Wire			
		Sub-Saharan Africa	Sustainable AgriFood Systems Approach for Sudan (SASAS)	35,684	EFT/Wire			
		Sub-Saharan Africa	To promote social cohesion between refugee and host communities and foster mutually beneficial interactions through economic opportunities, improved livelihoods, and strengthened community-led governance structures in Gambella, Ethiopia	35,232	EFT/Wire			
		South Asia	Emergency Food Security in Nepal	33,668	EFT/Wire			
		East Asia and the Pacific	Provide urgent support to Cyclone affected communities	32,163	EFT/Wire			
		Sub-Saharan Africa	Supporting WASH Interventions in Conflict-Affected Communities (SWIFT), East Jebel Marra, South Darfur State	31,896	EFT/Wire			
		Sub-Saharan Africa	Sustainable AgriFood Systems Approach for Sudan (SASAS)	31,370	EFT/Wire			
		Sub-Saharan Africa	Resilience Building for Agro-Pastoralist in North Kordofan (RAPID)	26,411	EFT/Wire			
		Sub-Saharan Africa	Area-Based Communities Living with Enhanced Access to Sanitation and Water (CLEAN), in Sharg Aj Jabal locality, South Darfur State	25,148	EFT/Wire			
		Russia and Neighboring States	ERF Allocation to reduce suffering, provide humanitarian aid to the refugees.	25,000	EFT/Wire			
		Sub-Saharan Africa	Responding to Emergencies and Critical Humanitarian Needs (REACH) in Al Radoum & Sharg Aj Jabal localities, South Darfur State	21,698	EFT/Wire			
		Sub-Saharan Africa	Promoting Resilience, Inclusivity and Meaningful Engagement (PRIME)	21,056	EFT/Wire			
		Sub-Saharan Africa	Sustainable AgriFood Systems Approach for Sudan (SASAS)- Access to Fertilizer Component	19,358	EFT/Wire			
		East Asia and the Pacific	Leveraging technology to improve health, financial literacy, and business development for women in coffee communities in Indonesia	14,658	EFT/Wire			
		Sub-Saharan Africa	Leveraging Investment for Transformational Water and Sanitation Expenditure (LEAD)	13,829	EFT/Wire			
		Middle East and North Africa	Livelihoods and Environmental Actions for Development (LEAD)	13,254	EFT/Wire			
		Central America and the Caribbean	Providing life-saving aid in less-populated Haitian communities in the 2021 earthquake's aftermath and working on long-term resiliency and recovery	17,467	EFT/Wire			
		East Asia and the Pacific	Kyiem Emergency WASH Fund Allocation	8,435	EFT/Wire			
		Sub-Saharan Africa	PROTECTING PRODUCTIVE HEALTH IN UGANDA (GIRL-H Africa)	6,541	EFT/Wire			
		South Asia	NP ERF JAJAKOT QUAKE	6,085	EFT/Wire			
		Sub-Saharan Africa	Innovative Approaches to Building Resilience for Refugees and Host Populations in Somalia Region	5,258	EFT/Wire			

Part III Grants and Other Assistance to Individuals Outside the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 16.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of noncash assistance	(g) Description of noncash assistance	(h) Method of valuation (book, FMV, appraisal, other)
(1) Cash Transfers	Central America and the Caribbean	40,340	2,339,889	Cash			
(2) Cash Vouchers	Central America and the Caribbean	4,500	1,183,024	Cash			
(3) Cash Transfers	East Asia and the Pacific	56,147	4,942,891	Cash			
(4) Cash Transfers	Middle East and North Africa	32,432	7,090,779	Cash			
(5) Cash for Work	Middle East and North Africa	120	100,345	Cash			
(6) Cash Vouchers	Middle East and North Africa	813	18,400	Cash			
(7) Cash Transfers	Russia and Neighboring States	15,081	4,174,668	Cash			
(8) Cash Transfers	South America	180,256	4,304,141	Cash			
(9) Cash Transfers	South Asia	26,845	2,135,368	Cash			
(10) Cash Transfers	Sub-Saharan Africa	416,935	8,773,172	Cash			
(11) Cash for Work	Sub-Saharan Africa	5,164	270,707	Cash			
(12) Cash Vouchers	Sub-Saharan Africa	439,994	9,291,331	Cash			
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* Yes No
- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to separately file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A; don't file with Form 990)* Yes No
- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons with Respect to Certain Foreign Corporations. (see Instructions for Form 5471)* Yes No
- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* Yes No
- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons with Respect to Certain Foreign Partnerships (see Instructions for Form 8865)* Yes No
- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to separately file Form 5713, International Boycott Report (see Instructions for Form 5713; don't file with Form 990).* Yes No

Part V Supplemental Information

Provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information. See instructions.

ReturnReference	Explanation
Schedule F, Part I, Line 2 Procedures for monitoring use of grant funds	Sub-grantees are selected either through a request for application process or included in program proposal designed based on the sub-grantees technical merits and cost criteria included in the program description. All sub-recipients are issued a sub-grant agreement that outlines the approved program description, approved budget, reporting requirements, and relevant regulations. Prior to issuing a sub-grant agreement, the frequency of financial and programmatic reporting and level of supporting documentation to submit is determined, depending on the size and sophistication of the sub-grant/sub-recipient and their experience with prime donor funding. The finance department will review the financial reports against the approved budget and regulation to confirm that expenditures are allowable. Generally, for smaller, first-time recipients, copies or originals of supporting documentation are submitted and reviewed in-country by the finance department. For mid-size sub-grants familiar with MC and donor requirements, managers will do periodic site visits to audit the supporting documents against the financial reports. For larger sub-grants, mostly other US-based organizations, finance managers review their A-133 audits and retain the right to access their financial records. The financial report must then be reviewed by the department responsible for the programmatic aspects of the sub-recipient to ensure that the sub-recipient is performing the activities per the sub-grant agreement.
Schedule F, Part I, Line 3 Method used to account for expenditures on org's financial statements	CENTRAL AMERICA AND THE CARIBBEAN-Accrual; EAST ASIA AND THE PACIFIC-Accrual; EUROPE (INCLUDING ICELAND AND GREENLAND)-Accrual; MIDDLE EAST AND NORTH AFRICA-Accrual; RUSSIA AND NEIGHBORING STATES-Accrual; SOUTH AMERICA-Accrual; SOUTH ASIA-Accrual; SUB-SAHARAN AFRICA-Accrual
Schedule F, Part II, Line 1 Method used to account for expenditures on org's financial statements	CENTRAL AMERICA AND THE CARIBBEAN-Accrual; EAST ASIA AND THE PACIFIC-Accrual; EUROPE (INCLUDING ICELAND AND GREENLAND)-Accrual; MIDDLE EAST AND NORTH AFRICA-Accrual; RUSSIA AND NEIGHBORING STATES-Accrual; SOUTH AMERICA-Accrual; SOUTH ASIA-Accrual; SUB-SAHARAN AFRICA-Accrual
Schedule F, Part III Method used to account for expenditures on org's financial statements	CENTRAL AMERICA AND THE CARIBBEAN -Accrual EAST ASIA AND THE PACIFIC -Accrual MIDDLE EAST AND NORTH AFRICA -Accrual RUSSIA AND NEIGHBORING STATES -Accrual SOUTH AMERICA -Accrual SOUTH ASIA -Accrual SUB-SAHARAN AFRICA -Accrual

Additional Data

Software ID: 23017437

Software Version: 2023v6.0

Supplemental Information Regarding Fundraising or Gaming Activities
 Complete if the organization answered "Yes" on Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
 Attach to Form 990 or Form 990-EZ.
 Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization
 Mercy Corps

Employer identification number
 91-1148123

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- | | |
|---|--|
| a <input checked="" type="checkbox"/> Mail solicitations | e <input checked="" type="checkbox"/> Solicitation of non-government grants |
| b <input checked="" type="checkbox"/> Internet and email solicitations | f <input checked="" type="checkbox"/> Solicitation of government grants |
| c <input checked="" type="checkbox"/> Phone solicitations | g <input type="checkbox"/> Special fundraising events |
| d <input checked="" type="checkbox"/> In-person solicitations | |
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising **Yes** **No**
- b** If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1 Fuse Fundraising Group 12355 SUNRISE VALLEY DR SUITE 240 Reston, V A 20191	Consulting		No	0	931,300	-931,300
2 Blue State Digital 41 Flatbush Avenue 8TH FL Brooklyn, NY 11217	Consulting		No	0	983,939	-983,939
3 SD&A Teleservices 5757 WEST CENTURY BLVD STE 300 Los Angeles, C A 90045	Telemarketing		No	166,242	230,614	-64,372
4 ORR Group 3000 K St NW e280 Washington, D C 20007	Consulting		No	0	244,500	-244,500
5						
6						
7						
8						
9						
10						
Total				166,242	2,390,353	-2,224,111

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

CA, CO, CT, DC, FL, GA, AL, HI, IL, KS, KY, LA, ME, AK, MD, MA, MI, MN, MS, NV, NH, NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, TN, UT, VA, AR, WA, WV, WI

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

Table with 5 columns: (a) Event #1, (b) Event #2, (c) Other events, (d) Total events. Rows include Revenue (Gross receipts, Less: Contributions, Gross income) and Direct Expenses (Cash prizes, Noncash prizes, Rent/facility costs, Food and beverages, Entertainment, Other direct expenses, Direct expense summary, Net income summary).

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

Table with 4 columns: (a) Bingo, (b) Pull tabs/Instant bingo/progressive bingo, (c) Other gaming, (d) Total gaming. Rows include Revenue (Gross revenue) and Direct Expenses (Cash prizes, Noncash prizes, Rent/facility costs, Other direct expenses, Direct expense summary, Net gaming income summary).

9 Enter the state(s) in which the organization conducts gaming activities:
a Is the organization licensed to conduct gaming activities in each of these states?
b If "No," explain:
10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year?
b If "Yes," explain:

11 Does the organization conduct gaming activities with nonmembers? Yes No

12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? Yes No

13 Indicate the percentage of gaming activity conducted in:

a	The organization's facility	13a	%
b	An outside facility	13b	%

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:
Name ▶ -----

Address ▶ -----

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? Yes No

b If "Yes," enter the amount of gaming revenue received by the organization ▶ \$ _____ and the amount of gaming revenue retained by the third party ▶ \$ _____.

c If "Yes," enter name and address of the third party:
Name ▶ -----

Address ▶ -----

16 Gaming manager information:
Name ▶ -----

Gaming manager compensation ▶ \$ -----

Description of services provided ▶ -----

Director/officer Employee Independent contractor

17 Mandatory distributions:
a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? Yes No

b Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ▶ \$ _____

Part IV Supplemental Information. Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See Instructions.

Return Reference	Explanation
------------------	-------------

Additional Data

[Return to Form](#)

Schedule I (Form 990)
 Department of the Treasury
 Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the United States
 Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
 Attach to Form 990.
 Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization
 Mercy Corps

Employer identification number
 91-1148123

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) PORTLAND STATE UNIVERSITY PO BOX 243 PORTLAND, OR 97207	93-0619733	501(C)(3)	25,000				EMERGING LEADERS PROGRAM
(2) COMMUNITY LOAN FUND OF THE CAPITAL REGION INC 255 Orange Street Albany, NY 12210	22-2706505	501(c)(3)	45,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment
(3) CULTURAL WELLNESS CENTER 2025 Portland Ave Minneapolis, MN 55404	41-1850859	501(c)(3)	75,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment
(4) GRANDMONT ROSEDALE DEVELOPMENT CORPORATION 19800 Grand River Ave Detroit, MI 48223	38-2885952	501(c)(3)	45,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment
(5) HOMES AND HOPE COMMUNITY LAND TRUST 10224 53rd Ave W Mukilteo, WA 98275	82-3392935	501(c)(3)	45,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment
(6) PEOPLE'S HOUSING 6323 Franklin Ave New Orleans, LA 70119	47-3700373	501(c)(3)	75,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment
(7) ST PHILIP'S SCHOOL&COMMUNITY CENTER 1600 Pennsylvania Avenue Dallas, TX 75215	75-1097360	501(c)(3)	45,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment
(8) THE BROWNSVILLE PARTNERSHIP 519 Rockaway Avenue Brooklyn, NY 11212	83-2855002	501(c)(3)	75,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment
(9) TULSA ECONOMIC DEVELOPMENT CORPORATION 125 W 3rd St Tulsa, OK 74103	73-1084819	501(c)(3)	45,000				Community Investment Trusts: Fighting Poverty & Racial Inequity Through Democratized Access to Investment

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 9
- 3** Enter total number of other organizations listed in the line 1 table 0

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22.

Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) Small business Individual Development Account (IDA) clients - matched savings	96	1,079,911			
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
Schedule I, Part I, Line 2 Procedures for monitoring use of grant funds.	Selection criteria for sub-grantees vary depending on the programs. An application process is part of the program design that the donor has agreed to in the program proposal or we have agreed to as the administrator of the programs. Sub-grantees are selected based on technical merits, social metrics and cost criteria included in the program description, approved budget, reporting requirements and relevant regulations. Sub-grantees that are accepted into the programs agree to use grants to support the purpose of the program. Regular donor reports are made to show distributed funds are meeting the purpose of the program and providing the desired outcomes.

Additional Data

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Software ID: 23017437
Software Version: 2023v6.0

Schedule J
(Form 990)

Compensation Information

OMB No. 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- ▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
- ▶ **Attach to Form 990.**
- ▶ **Go to www.irs.gov/Form990 for instructions and the latest information.**

2023

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
Mercy Corps

Employer identification number

91-1148123

Part I Questions Regarding Compensation

1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.

- | | |
|--|---|
| <input type="checkbox"/> First-class or charter travel | <input checked="" type="checkbox"/> Housing allowance or residence for personal use |
| <input type="checkbox"/> Travel for companions | <input type="checkbox"/> Payments for business use of personal residence |
| <input checked="" type="checkbox"/> Tax idemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees |
| <input type="checkbox"/> Discretionary spending account | <input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef) |

b If any of the boxes on Line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain

2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked on Line 1a?

3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.

- | | |
|---|---|
| <input checked="" type="checkbox"/> Compensation committee | <input type="checkbox"/> Written employment contract |
| <input checked="" type="checkbox"/> Independent compensation consultant | <input checked="" type="checkbox"/> Compensation survey or study |
| <input type="checkbox"/> Form 990 of other organizations | <input checked="" type="checkbox"/> Approval by the board or compensation committee |

4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:

- a** Receive a severance payment or change-of-control payment?
 - b** Participate in, or receive payment from, a supplemental nonqualified retirement plan?
 - c** Participate in, or receive payment from, an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.

5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:

- a** The organization?
 - b** Any related organization?
- If "Yes," on line 5a or 5b, describe in Part III.

6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:

- a** The organization?
 - b** Any related organization?
- If "Yes," on line 6a or 6b, describe in Part III.

7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III.

8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.

9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

	Yes	No
1b	Yes	
2	Yes	
4a		No
4b		No
4c		No
5a		No
5b		No
6a		No
6b		No
7		No
8		No
9		

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name and Title		(B) Breakdown of W-2, 1099-MISC compensation, and/or 1099-NEC			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1 Tjada D'Oyen McKenna Chief Executive Officer	(i)	526,958	0	810	18,300	4,235	550,303	0
	(ii)	0	0	0	0	0	0	0
2 Jennifer Sime Chief Operating Officer	(i)	328,709	0	1,422	18,300	3,461	351,892	0
	(ii)	0	0	0	0	0	0	0
3 Chad Snelgar CFAO & Corporate Treasurer	(i)	301,580	0	304	7,162	3,371	312,417	0
	(ii)	0	0	0	0	0	0	0
4 Alexa Holmes General Counsel & Corporate Secretary	(i)	270,344	0	602	16,760	2,763	290,469	0
	(ii)	0	0	0	0	0	0	0
5 Andrew Morgan Deputy General Counsel & Assistant Corporate Secretary	(i)	170,226	0	140	10,366	2,939	183,671	0
	(ii)	0	0	0	0	0	0	0
6 Sonia Delman Associate General Counsel & Assistant Corporate Secretary	(i)	167,185	0	146	0	5,965	173,296	0
	(ii)	0	0	0	0	0	0	0
7 Sanjeev Sahgal Chief People Officer	(i)	270,636	0	269	16,411	9,563	296,879	0
	(ii)	0	0	0	0	0	0	0
8 Mary Stata Chief Development Officer	(i)	260,527	0	225	16,359	3,879	280,990	0
	(ii)	0	0	0	0	0	0	0
9 Whitney Laine Elmer Vice President - Emergency Response	(i)	156,963	0	88,386	9,455	11,573	266,377	0
	(ii)	0	0	0	0	0	0	0
10 Katherine Phillips-Barrasso Vice President - Policy and Advocacy	(i)	227,622	0	336	11,495	3,819	243,272	0
	(ii)	0	0	0	0	0	0	0
11 Shannon M Alexander Sweet Vice President - Global Program Support	(i)	216,019	0	1,276	13,500	2,624	233,419	0
	(ii)	0	0	0	0	0	0	0
12 Joshua Taylor Dewald Vice President - Evidence and Learning	(i)	202,850	0	438	12,586	3,728	219,602	0
	(ii)	0	0	0	0	0	0	0
13 Mindy Maschmeyer Vice President, Marketing	(i)	196,587	0	176	11,889	2,607	211,259	0
	(ii)	0	0	0	0	0	0	0
14 Sanjay Gurung Vice President - Technical Resources & Quality	(i)	188,602	0	253	11,455	2,892	203,202	0
	(ii)	0	0	0	0	0	0	0
15 Jeremy R Snyder Vice President, High Impact Philanthropy	(i)	167,230	0	137	10,718	3,630	181,715	0
	(ii)	0	0	0	0	0	0	0
16 Ndubisi Anyanwu Country Director	(i)	132,495	0	184,763	7,987	10,565	335,810	0
	(ii)	0	0	0	0	0	0	0
17 Allison Huggins Deputy Reg Dir, Pgrm - East & Southern Africa	(i)	158,425	0	130,401	9,543	7,115	305,484	0
	(ii)	0	0	0	0	0	0	0
18 Steve Linick Chief Ethics & Compliance Officer	(i)	271,630	0	1,723	16,418	766	290,537	0
	(ii)	0	0	0	0	0	0	0
19 Peter Lewis Chief Marketing & Communications Officer	(i)	249,687	0	350	14,936	3,429	268,402	0
	(ii)	0	0	0	0	0	0	0
20 Hugh Aprile Regional Dir, Latin America and the Caribbean	(i)	167,920	0	63,790	10,125	10,844	252,679	0
	(ii)	0	0	0	0	0	0	0

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
Schedule J, Part I, Line 1a Tax indemnification and gross-up payments	The following individuals received Tax indemnification payments that were included in taxable wages: N. Anyanwu, A. Huggins
Schedule J, Part I, Line 1a Housing allowance or residence for personal use	Per policy, expats living overseas are provided housing allowance and tax indemnification as taxable compensation. Housing allowance for residence for personal use: N. Anyanwu, A. Huggins, H. Aprile, W. Elmer

Additional Data

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Software ID: 23017437

Software Version: 2023v6.0

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

**Open to Public
Inspection**

- ▶ **Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.**
- ▶ **Attach to Form 990.**
- ▶ **Go to www.irs.gov/Form990 for the latest information.**

Department of the Treasury
Internal Revenue Service

Name of the organization
Mercy Corps

Employer identification number

91-1148123

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	115	1,288,677	Other - Value of Stock
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory	X	1,400	2,738,395	Selling cost
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
Other (Computer Equipment)	X	793	195,110	Market value
Other (Computer Software)	X	36	311,539	Market value
Other (Crypto Currency)	X	16	758,020	Market value
28 Other ▶ (_____)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement 29 0

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		No
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?	Yes	
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

Part II Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Return Reference	Explanation
Schedule M, Part I, Line 32b Third parties used to solicit, process, or sell noncash contributions	Mercy Corps uses a third party to handle some of its crypto donations. Mercy Corps has placed a widget on our website and we also appear as a donation option on their website. The third-party accepts and liquidates the crypto on our behalf, passing the USD proceeds to our bank account.
Schedule M, Part I Explanations of reporting method for number of contributions	Securities - Publicly traded - Number of Lots contributed Food inventory - Metric tons of food Other - Computer Equipment Number of items contributed Other - Computer Software Number of items contributed Other - Crypto Currency Number of Lots Contributed

Additional Data

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Software ID: 23017437

Software Version: 2023v6.0

SCHEDULE O
(Form 990)**Supplemental Information to Form 990 or 990-EZ**

OMB No. 1545-0047

**Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.****2023****Attach to Form 990 or 990-EZ.****Open to Public
Inspection**Go to www.irs.gov/Form990 for the latest information.Department of the Treasury
Internal Revenue ServiceName of the organization
Mercy Corps

Employer identification number

91-1148123

Return Reference	Explanation
Form 990, Part III, Line 4d Description of other program services	(Expenses \$ 33,735,393 including grants of \$ 18,370,103)(Revenue \$ 84,323) Health - Water and Food Security: In the midst of conflict and climate change, both of which pose significant risks to health, Mercy Corps works to improve health outcomes by ensuring access to safe and nutritious food and clean and safe water. Mercy Corps meets urgent food needs while also building more inclusive and resilient food systems, minimizing the impacts of food crises on households, preventing the destabilization of food systems during conflict and natural disasters, and increasing the resilience of food systems to climate change. This year, Mercy Corps reached nearly 17 million people across over 100 programs working to improve food security in 37 countries. Mercy Corps works to ensure people have equitable and sustained access to clean and safe water as climate change, poor water governance, inadequate water management and inequitable control of resources deepen water insecurity. Whether responding to immediate water and sanitation needs in an emergency by providing access to lifesaving water, sanitation and hygiene services, or overseeing large-scale water infrastructure projects and fostering equitable and inclusive water governance processes, Mercy Corps strengthens the capacity of communities and the water systems they rely on. This year, Mercy Corps reached over 8 million people across 71 programs advancing water security in 29 countries.
Form 990, Part III, Line 4d Description of other program services	(Expenses \$ 30,026,200 including grants of \$ 16,350,317)(Revenue \$ 75,051) Humanitarian Assistance - Recovery: Mercy Corps supports communities - and the most marginalized within them - to emerge from crisis and build towards a more inclusive, resilient future. During and in the aftermath of conflict and climate-driven crises, Mercy Corps works to help people recover, thrive and build resilience, enhancing the capacities of people, markets, and institutions to handle shocks, reduce risk, build more equitable and responsive systems, and improve wellbeing. In the context of post-crisis recovery, we focus on systems-level change aimed at strengthening local governance, economic, ecological, and social systems that communities rely on.
Form 990, Part VI, Line 6 Classes of members or stockholders	Mercy Corps is a member organization with a closed set of members shared with Mercy Corps Europe and Mercy Corps Netherlands and seeks to operate as a single organization consistent with their respective governing laws, documents, and major donor requirements.
Form 990, Part VI, Line 7a Members or stockholders electing members of governing body	As a member organization, new directors will be voted in by current members of the joint governing board during an annual member meeting.
Form 990, Part VI, Line 7b Decisions requiring approval by members or stockholders	Under the Governance Agreement the members have a super majority vote requirement for removal of a director, merger or acquisition, or dissolution.
Form 990, Part VI, Line 11b Review of form 990 by governing body	The process for approving the form 990 is as follows: The Chief Finance & Administrative Officer (CFAO) will review the form 990 to be presented to the Audit Committee. The Audit Committee will vote on a resolution approving or disapproving the form 990. After the Audit Committee approves the 990, the 990 is emailed to all voting members of the Board of Directors. The approved form 990 will be signed by the CFAO and submitted to the IRS. At the regularly scheduled Board of Directors meeting following the submission, the Audit Committee, the CEO or the CFAO presents the highlights of the 990 to the board and the board votes on a resolution ratifying the Audit Committee's approval of the 990. If issues are identified at any point, the 990 is sent back to the previous step to ensure the issues are resolved and appropriate changes are made. For example, if the Audit Committee finds an unresolved issue during its review, the Audit Committee will request that the CFAO resolve the issue before the Audit Committee will vote on a resolution approving the 990.
Form 990, Part VI, Line 12c Conflict of interest policy	MERCY CORPS DISTRIBUTES A CONFLICT OF INTEREST QUESTIONNAIRE (COI) TO ALL OFFICERS, DIRECTORS, OR TRUSTEES, AND KEY EMPLOYEES OF MERCY CORPS ON AN ANNUAL BASIS AND REQUIRES A SIGNED DECLARATION TO DECLARE CONFLICTS AND COMPLY WITH THE CONFLICT OF INTEREST POLICY. THESE ARE REVIEWED BY THE LEGAL DEPARTMENT TO IDENTIFY ANY CONFLICTS OF INTEREST. IF A CONFLICT OF INTEREST IS IDENTIFIED, THE GENERAL COUNSEL IS NOTIFIED AND REPORTED TO THE GLOBAL CONTROLLER AND THE BOARD AUDIT AND RISK COMMITTEE AS MAY BE REQUIRED AND APPROPRIATE. DURING THE YEAR, THE BOARD MEMBER(S) ARE REQUIRED TO RECUSE THEMSELVES FROM DECISION WHERE THEY HAVE A CONFLICT.
Form 990, Part VI, Line 15a Process to establish compensation of top	MERCY CORPS COMPENSATION PRACTICES ARE INTENDED TO BE EQUITABLE, FAIR, COMPETITIVE AND REASONABLE. OFFICER COMPENSATION IS DETERMINED BASED ON HUMAN RESOURCE ASSESSMENT GATHERED FROM OBJECTIVE COMPARISON OF COMPENSATION PAID FOR SIMILAR POSITIONS BY OTHER NON-PROFITS OF SIMILAR SIZE COMPILED ON AN ANNUAL BASIS WHICH IS REVIEWED BY THE COMPENSATION COMMITTEE AND RECOMMENDED FOR BOARD APPROVAL ANNUALLY IN JUNE. THE BOARD REVIEWS THE ASSESSMENT TO DETERMINE REASONABLENESS WITHIN THE MARKET AND APPROVES THE COMPENSATION FOR THE CEO. THE BOARD, PER THE RECOMMENDATION OF THE COMPENSATION

Return Reference	Explanation
management official	COMMITTEE, ALSO PROVIDES A RANGE TO THE CEO FOR OTHER OFFICER AND KEY EMPLOYEE COMPENSATION ON AN ANNUAL BASIS. THE HUMAN RESOURCES TEAM PROVIDES BENCHMARKING INFORMATION AGAINST SIMILAR ORGANIZATIONS IN THE SECTOR. MERCY CORPS ENGAGES INDEPENDENT EXPERTS ON A REGULAR BASIS TO REVIEW THE SALARY BENCHMARKING TO THE INDUSTRY.
Form 990, Part VI, Line 15b Process to establish compensation of other employees	See narrative for line 15a.
Form 990, Part VI, Line 19 Required documents available to the public	Upon Request, Mercy Corps will provide a copy of its Governance Documents, conflict of Interest Policy, and Audited Financial Statements. Audited Financial Statements are available on our website.
Form 990, Part XI, Line 9 Other changes in net assets or fund balances	Eliminate net assets on consolidation of subsidiaries - -1809785; CGA Change in Value - 236073; Currency Remeasurment - 1277515;
Schedule F, Part II, Line 1 Grants & Other Assistance to Organizations or Entities Outside the US	The information on line 1 is summarized by both purpose and region, whereas the counts on lines 2 and 3 include total number of grantees.

Additional Data

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Software ID: 23017437

Software Version: 2023v6.0

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization
Mercy Corps

Employer identification number

91-1148123

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) Mercy Corps Development Holdings LLC 1209 Orange Street Wilmington, DE 19801 45-4481022	Holding Co.	DE	2,139,653	2,643,302	Mercy Corps
(2) Mercy Corps Nigeria LTDGTE 7th Floor Nigeria Reinsurance Bldg 784a Herbert Macaulay Wy Abuja, North CDB NI	Humanitarian assistance	NI	0	1,244,008	Mercy Corps
(3) CIT Services 45 SW Ankeny St Portland, OR 97204 82-2362222	Holding Co.	OR	84,000	36,473	Mercy Corps
(4) Mercy Corps Kenya	Humanitarian Assistance	KE	50,259	2,161,398	Mercy Corps
(5) MERCY CORPS PUERTO RICO	HUMANITARIAN ASSISTANCE	RQ	0	110,334	MERCY CORPS

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) Mercy Corps Condominiums unit Owners Association 45 SW Ankeny Portland, OR 97204 27-1113758	Provide management services - IRC 528	OR			Mercy Corps	Yes	
(2) Mercy Corps Corporate Fund	GRANT MAKING	KZ			Mercy Corps	Yes	
(3) Kompanion Development	GRANT MAKING	KG			Mercy Corps	Yes	
(4) Mercy Corps Europe	Humanitarian Assistance	UK			NA		No
(5) Mercy Corps Netherlands	Humanitarian Assistance	NL			NA		No
(6) Energy 4 Impact 10 Queens Street Place London, England EC4R1BE UK	ENERGY SOLUTIONS	UK			Mercy Corps	Yes	
(7) YAYASAN MERCY CORPS INDONESIA	Humanitarian Assistance	ID			Mercy Corps	Yes	
(8) MICRO Insurance Catastrophe Risk Organization SCC	MICRO INSURANCE	BB			MERCY CORPS	Yes	
(9) ENERGY 4 IMPACT (TANZANIA)	ENERGY SOLUTIONS	TZ			MERCY CORPS	Yes	

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income(related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
								Yes	No
(1) KOMPANION FINANCIAL GROUP MICROFINANCE CLOSED STOCK JOINT CORPORATION	MicroFinance Activity / Bank	KG	Mercy Corps	C Corporation	31,566,515	165,387,725		Yes	
(2) Mercy Corps India	Economic Development	IN	Mercy Corps	C Corporation	0	10,141		Yes	
(3) Kompanion Invest MICROCREDIT COMPANY	MicroFinance Activity	KG	Mercy Corps	C Corporation	0	0		Yes	
(4) MC Egypt LLC	Economic Development	EG	Mercy Corps	C Corporation	0	0		Yes	
(5) Mercy Corps International Jordan Co	Economic Development	JO	Mercy Corps	C Corporation	0	0		Yes	
(6) Humanitarian Energy PLC	Energy services for humanitarian world	ET	Mercy Corps	C Corporation	24,141	2,322,865		Yes	

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a** Receipt of **(i)** interest, **(ii)** annuities, **(iii)** royalties, or **(iv)** rent from a controlled entity
- b** Gift, grant, or capital contribution to related organization(s)
- c** Gift, grant, or capital contribution from related organization(s)
- d** Loans or loan guarantees to or for related organization(s)
- e** Loans or loan guarantees by related organization(s)
- f** Dividends from related organization(s)
- g** Sale of assets to related organization(s)
- h** Purchase of assets from related organization(s)
- i** Exchange of assets with related organization(s)
- j** Lease of facilities, equipment, or other assets to related organization(s)
- k** Lease of facilities, equipment, or other assets from related organization(s)
- l** Performance of services or membership or fundraising solicitations for related organization(s)
- m** Performance of services or membership or fundraising solicitations by related organization(s)
- n** Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o** Sharing of paid employees with related organization(s)
- p** Reimbursement paid to related organization(s) for expenses
- q** Reimbursement paid by related organization(s) for expenses
- r** Other transfer of cash or property to related organization(s)
- s** Other transfer of cash or property from related organization(s)

	Yes	No
1a		No
1b		No
1c		No
1d		No
1e		No
1f	Yes	
1g		No
1h		No
1i		No
1j		No
1k		No
1l	Yes	
1m		No
1n		No
1o		No
1p		No
1q	Yes	
1r		No
1s		No

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved

Part VII **Supplemental Information**

Provide additional information for responses to questions on Schedule R. See instructions.

Return Reference

Explanation

Schedule R (Form 990) 2023

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